



### **Office of Diversity, Equity & Inclusion**

#### **Director**

CPT Sara A. Thompson

(803) 299-4156

[sara.a.thompson30.mil@mail.mil](mailto:sara.a.thompson30.mil@mail.mil)

#### **State Equal Employment Specialist**

1LT Briana Yancey

(803) 299-5390

[briana.m.yancey.mil@mail.mil](mailto:briana.m.yancey.mil@mail.mil)

#### **State Equal Opportunity Advisor**

1SG Cathy M. Donald

(803) 299-5471

[cathy.m.donald.mil@mail.mil](mailto:cathy.m.donald.mil@mail.mil)

#### **State Equal Employment Assistant**

SPC Kayla McDonald

(803) 299-5473

[kayla.s.mcdonald5.mil@mail.mil](mailto:kayla.s.mcdonald5.mil@mail.mil)

### **ODEI NUGGET**

#### ***Multicultural Interactions***

#### ***Helpful Questions***

- Can you tell me more?
- What does \_\_\_\_ mean to you culturally?
- What is important for me to know about your culture?



Please join our office in welcoming 1LT Briana Yancey as the State Equal Employment Specialist and SPC Kayla McDonald as the State Equal Employment Assistant. We are thrilled to have both of them as part of our team! 1LT Yancey is originally from Fayetteville, North Carolina. She deployed in 2019 with the 115th Field Artillery Brigade as an Assistant S1. She currently serves as S1 of the 1050th Transportation Battalion. She has a bachelor's degree in English and is currently pursuing a master's degree in Human Resource Development. SPC McDonald is from Sumter, SC. Her most recent position was the administrative assistant to the state SARC. She has an associate's degree in Human Services and is currently pursuing her bachelor's degree in Social Work. Both are very excited to join the team and eager to contribute their skills and knowledge.

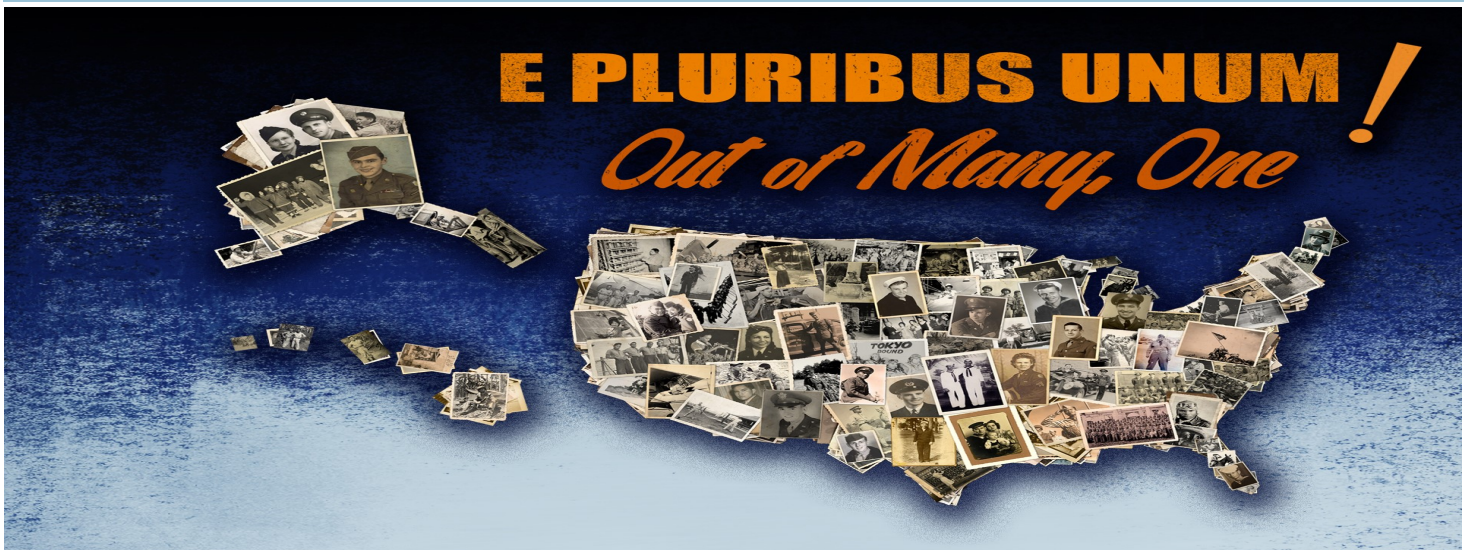


### **Federal Sector EEO Complaint Process**

If you are a federal employee or job applicant, the law protects you from discrimination due to your race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age (40 or older), disability or genetic information. The law also protects you from retaliation if you oppose employment discrimination, file a complaint of discrimination, or participate in the EEO complaint process (even if the complaint is not yours.)

There are also federal laws and regulations and Executive Orders (which are not enforced by EEOC) that prohibit discrimination on bases such as sexual orientation, marital status, parental status, or political affiliation.

If you are a federal employee or job applicant and you believe you have been unlawfully discriminated against or harassed, you have a right to file a complaint. You can contact an EEO Counselor by calling the Office of Diversity, Equity, and Inclusion.



## Multicultural Awareness Month

On December 7, 1941, in a two-hour surprise attack on Pearl Harbor, Japanese warplanes sank or damaged 18 warships and destroyed 164 aircraft. Over 2,400 servicemen and civilians lost their lives. The next day, before a joint session of Congress, President Franklin D. Roosevelt spoke to the nation and war was declared on Japan. Senators and representatives who — no more than 48 hours earlier — were champions of isolationism and critics of FDR— were now in full support of the war. The United States faced a mammoth job. It had to prepare to fight on two distant and very different fronts, Europe and the Pacific. America needed to quickly raise, train, and outfit a vast military force. Contributions from all Americans, young and old, men and women, would be necessary to build up what President Roosevelt called the “Arsenal of Democracy.” Americans answered the call.

The Armed Forces consisted largely of men and women drawn from civilian life. They came from every state in the nation and all economic and social strata. Over 16 million

would serve before the war’s end. The defense industry boomed to meet the demands. Large numbers of people moved across the country to take up war work. During the war, 17 million new civilian jobs were created and industrial productivity increased by 96 percent. Additionally, Americans supported the war efforts in a wide range of volunteer efforts that included food and gas rationing, victory gardens, scrap metal drives, paper drives, and rubber drives. Americans from all walks of life came together to win World War II. “I need not repeat the figures. The facts speak for themselves.... These men could not have been armed and equipped as they are had it not been for the miracle of production here at home. The production which has flowed from the country to all the battlefronts of the world has been due to the efforts of American business, American labor, and American farmers, working together as a patriotic team.” -- President Franklin D. Roosevelt, Navy Day speech, October 27, 1944

Source: DEOMI